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SERIES II No. 34

OFFICIAL GAZETTE

GOVERNMENT OF GOA

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Note:- There is one Extraordinary issue to the Official Gazette, Series II No. 33 dated 17-11-2016 namely, Extraordinary dated 17-11-2016 from pages 577 to 578 regarding Notification from Department of Elections.

GOVERNMENT OF GOA

Department of Agriculture

Directorate of Agriculture

Order

No. 8/17/2016-17/D.Agr/248

Government is pleased to order transfer the following Mechanical Cultivation Officer, Group 'B', Gazetted of this Directorate in public interest and post at the place shown against his name with immediate effect.

Sr. No.	Name of the Officer	Present posting	Place of posting on transfer
1.	Shri M. V. Prasanna Kumar	Mechanical Cultivation Officer, Mapusa	Mechanical Cultivation Officer, Curchorem against the vacancy caused due to superannuation of Shri Emerico Martries.

He would be entitled to claim joining time as per his entitlement upon actual change of residence.

This issues with the approval of the Government.

By order and in the name of the Governor of Goa.

U. B. Pai Kakode, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 14th November, 2016.

Order

No. 8/17/2016-17/D.Agr/250

On the recommendation of the Departmental Promotion Committee conveyed by the Goa Public Service Commission vide their letter No. COM/II/11/2(1)/2012/345 dated 20-10-2016, Government is pleased to promote Shri Satish Kerkar, Technical Assistant, Group 'C' to the post of Mechanical Cultivation Officer, Group 'B', Gazetted in the pay band of PB-2 Rs. 9,300-34,800+Grade Pay of Rs. 4,600/- on regular basis against the vacancy caused due to superannuation of Shri Emerico Martries and is posted at Mechanical Cultivation Office, Mapusa against the post being vacated on transfer by Shri M. V. Prassana Kumar, Mechanical Cultivation Officer, Mapusa with immediate effect.

Shri Satish Kerkar shall be on probation for a period of two years from the date of joining.

He shall exercise option within one month from the date of promotion to fix his pay in terms of F.R. 22 (I) (a).

By order and in the name of the Governor of Goa.

U. B. Pai Kakode, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 14th November, 2016.

Order

No. 2/9/95-AGR/2016-17/Part(I)/254

On recommendation of the Departmental Promotion Committee conveyed by Goa Public Service Commission vide their letter No. COM/II/11/2(1)/2011/344 dated 20-10-2016, Government is pleased to promote Shri Pramod R. Joshi, Assistant Agriculture Officer to the post of Agriculture Officer, Group 'B', Gazetted, in the Directorate of Agriculture on regular basis in the Pay Band of PB—II Rs. 9,300-34,800+Rs. 4,600/- Grade Pay with immediate effect.

On promotion he shall continue at the same place of his posting as shown below:

1) Shri Pramod R. Joshi, Agriculture Officer (North-I), District Agriculture Office, North.

Shri Joshi shall exercise his option within one month from the date of promotion to fix his pay in terms of F.R. 22(I) (a) (1).

By order and in the name of the Governor of Goa.

U. B. Pai Kakode, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 17th November, 2016.

Department of Education, Art & Culture

Directorate of Art and Culture

Order

No. 1-9-2016-CS/7597

The Hon'ble Prime Minister has launched 'Ek Bharat Shreshtha Bharat' special programme devoted to promote national and integrity, unity amongst the diversity of the Country. The Chief Secretaries of 12 States and Union Territories have signed the MoUs. Under the programme, States from East have been paired with West and the States from North have been paired with South along with Union Territories. In the first year of the programme, the State of Goa has been paired with the State of Jharkhand. Under this programme, the Hon'ble Prime Minister has decided to undertake different activities.

To chalk out the yearlong programme & activities, it is suggested to formulate committees. As such, the Government is pleased to constitute a High Level Monitoring Committee under the Chairmanship of Hon'ble Chief Minister of Goa to organise different activities under "Ek Bharat Shreshtha Bharat" as under:

Sr. No.	Name of the High Level Monitoring Committee Members for the programme "Ek Bharat Shreshtha Bharat"	Status
1.	Hon'ble Chief Minister, Govt. of Goa	Chairman.
2.	Hon'ble Dy. Chief Minister, Govt. of Goa	Vice Chairman.
3.	Hon'ble Minister for Art & Culture, Govt. of Goa	Member.
4.	Hon'ble Minister for Education, Govt. of Goa	Member.
5.	Hon'ble Minister for Tourism, Govt. of Goa	Member.

6.	Hon'ble Minister for Tribal Welfare, Govt. of Goa	Member.
7.	Hon'ble Minister for Agriculture, Govt. of Goa	Member.
8.	Hon'ble Minister for Official Language, Govt. of Goa	Member.
9.	Vice-Chairman, ESG, Panaji-Goa	Member.
10.	Chief Secretary, Secretariat, Goa	Member.
11.	Secretary, Education/Higher Education, Secretariat, Goa	Member.
12.	Secretary, Tourism, Secretariat, Goa	Member.
13.	Secretary, Tribal Welfare, Secretariat, Goa	Member.
14.	Secretary, Information & Publicity, Secretariat, Goa	Member.
15.	Secretary, Official Language, Secretariat, Goa	Member.
16.	Secretary, Art & Culture, Secretariat, Goa	Member. Secretary.

The committee shall advise the Government for deciding the different activities to be undertaken within a year and also monitor, supervise and implement the various activities proposed to be undertaken under the programme.

By order and in the name of the Governor of Goa.

Daulat Hawaldar, Secretary (Art & Culture).

Panaji, 14th November, 2016.

Order

No. 1-9-2016-CS/7598

The Hon'ble Prime Minister has launched 'Ek Bharat Shreshtha Bharat' special programme devoted to promote national and integrity, unity amongst the diversity of the Country. The Chief Secretaries of 12 States and Union Territories have signed the MoUs. Under the programme, States from East have been paired with West and the States from North have been paired with South along with Union Territories. In the first year of the programme, the State of Goa has been paired with the State of Jharkhand. Under this programme, the Hon'ble Prime Minister has decided to undertake different activities.

To chalk out the yearlong programme & activities, it is suggested to formulate committees. As such, the Government is pleased to constitute an Executive Committee for the programme under the Chairmanship of Chief Secretary of Goa to organise different activities under "Ek Bharat Shreshtha Bharat" as under:

Sr. No.	Name of the Executive Committee Members for the programme "Ek Bharat Shreshtha Bharat"	Status
1.	Chief Secretary, Secretariat, Goa	Chairman.
2.	Secretary, Education/High Education, Secretariat, Goa	Member.
3.	Secretary, Tourism, Secretariat, Goa	Member.
4.	Secretary, Tribal Welfare, Secretariat, Goa	Member.
5.	Secretary, Information & Publicity, Secretariat, Goa	Member.
6.	Secretary, Official Language, Secretariat, Goa	Member.
7.	Secretary, Industries, Secretariat, Goa	Member.
8.	Secretary, Art & Culture, Secretariat, Goa	Member.
9.	Secretary (General Admn.), Secretariat, Goa	Member.
10.	CEO, ESG, Panaji-Goa	Member.
11.	Director, Information & Publicity, Panaji-Goa	Member.
12.	M.D., GTDC, Panaji-Goa	Member.
13.	Director (Education), Porvorim-Goa	Member.
14.	Director (Art & Culture), Panaji-Goa	Member Secretary.

The committee shall advise the Government for deciding the different activities to be undertaken within a year and also monitor, supervise and implement the various activities proposed to be undertaken under the programme. The Committee shall also continuously interact with its counterpart in the State of Jharkhand.

By order and in the name of the Governor of Goa.

Daulat Hawaldar, Secretary (Art & Culture).

Panaji, 14th November, 2016.

Directorate of Archives & Archaeology

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Order

No. 1/8/Misc./St. Andre/DAA-1417

Read: Notification No. 1/8/Misc./St. Andre/DAA-545 dated 14th July, 2015.

Notification No. 1/8/Misc./St. Andre/DAA-2026 dated 4th March, 2016.

Notification No. 1/8/Misc./St. Andre/DAA-822 dated 12th August, 2016.

The Government of Goa is pleased to extend the tenure of the Conservation Committee till 30th April, 2017.

By order and in the name of the Governor of Goa.

Blossom Medeira, Director & ex officio Joint Secretary (Archives and Archaeology).

Panaji, 16th November, 2016.

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Department of Finance

Revenue & Control Division

Directorate of Accounts

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Order

No. DA/Admn/45-2/2016-2017/TR-1716/56

Government is pleased to promote Shri Lionel S. Fernandes, Assistant Accounts Officer under the Common Accounts Cadre to the post of Dy. Director of Accounts/Accounts Officers (Group "A", Gazetted) in the Pay Band—3 Rs. 15,600-39,100 Grade Pay Rs. 5,400/- purely on ad hoc basis with effect from the date of taking over charge of the post. Government is further pleased to post Shri Lionel S. Fernandes on promotion in the O/o the Commissioner of Commercial Taxes, Panaji-Goa.

The ad hoc promotion shall be for a period of one year or till the regular promotion of the eligible officer, through the duly constituted D.P.C., whichever is earlier. This ad hoc promotion will not bestow on the officer any claim for regular appointment/promotion and services rendered by him in the grade will not count for the purpose of seniority in the grade or for eligibility for promotion to the next higher grade.

He shall however continue to hold the additional charge of the post of Assistant Accounts Officer in the Directorate of Urban Development, Panaji-Goa, until further orders.

On joining promotional post, the Officer shall send CTC/Joining Report immediately to this Directorate.

By order and in the name of the Governor of Goa.

G. P. Kanekar, Director & ex officio Joint Secretary (Accounts).

Panaji, 9th November, 2016.

Order

No. DA/Admn/45-1/2016-2017/TR-1717/57

Government is pleased to promote the following Accounts Officers/Dy. Director of Accounts under the Common Accounts Cadre to the post of Joint Director of Accounts (Group "A", Gazetted) in the Pay Band—3 Rs. 15,600-39,100 Grade Pay Rs. 6,600/- purely on ad hoc basis with effect from the date of taking over charge of the posts.

Sr. No.	Name of the Officers
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|----|-------------------------------|
| 1. | Shri Santosh Y. Khedekar (ST) |
| 2. | Shri Satyawar Talwadkar (ST) |

Government is further pleased to order the posting of the following Joint Directors of Accounts under the Common Accounts Cadre in the Departments shown against their names:-

Sr. No.	Name of Dy. Director of Accounts/Accounts Officer	Present posting as Dy. Director of Accounts/Accounts Officer	Posting on promotion
1.	Shri Santosh Y. Khedekar (ST)	District Rural Development Agency, North, Panaji-Goa (on deputation)	Institute of Public Assistance (IPA) Provedoria, Panaji-Goa (on deputation).
2.	Shri Satyawar Talwadkar (ST)	O/o the Commissioner of Commercial Taxes, Panaji-Goa	Sports Authority of Goa, Panaji-Goa (on deputation), thereby relieving Shri Anand Salgaocar of additional duties.

Further, the Government is also pleased to order transfer of following Joint Director of Accounts under Common Accounts Cadre in the Department as shown against her name:-

Sr. No.	Name of Joint Director of Accounts	Present place of posting	Proposed place of posting
1.	Smt. Deepashri N. Dharne	Institute of Public Assistance (IPA), Provedoria, Panaji-Goa (on deputation) by curtailing the deputation period up to the date of issue of the transfer order	D.R.D.A. (North), Panaji-Goa (on deputation).

The deputation period in respect of Smt. Deepashri N. Dharne, Joint Director of Accounts stand curtailed with immediate effect.

The deployment of above newly promoted Officers and Smt. Deepashri N. Dharne, Joint Director of Accounts will be on deputation basis initially for a period of one year and shall be regulated as per the standard terms of deputation contained in the O.M. No.13/4/74-PER dated 20-11-2013 of the Personnel Department, Government of Goa. The Organization/Agency shall be liable to pay to the Government leave salary and pension contribution in respect of these Officers at the prescribed rates. On expiry of the deputation period, the Officers shall necessarily be relieved to report back to the Department, unless the deputation period is extended by the competent authority. In the event the officers overstay for any reason whatsoever, they will be liable for disciplinary action and other adverse civil/service consequences.

The ad hoc promotion shall be for a period of one year or till the regular promotion of the eligible officers, through the duly constituted D.P.C., whichever is earlier. These ad hoc promotions will not bestow on the officers any claim for regular appointment/promotion and services rendered by them in the grade will not count for the purpose of seniority in the grade or for eligibility for promotion to the next higher grade.

Smt. Deepashri N. Dharne shall continue to hold the charge of the post of Joint Director of Accounts in Goa Tillari Irrigation Development Corporation and Shri Santosh Y. Khedekar shall however continue to hold the additional charge of the post of Dy. Director of Accounts/Accounts Officer in the office of the District Rural Development Agency, North, Panaji-Goa, until further orders.

On joining their promotional post, the Officers shall send CTC/Joining Reports immediately to this Directorate.

By order and in the name of the Governor of Goa.

G. P. Kanekar, Director & ex officio Joint Secretary (Accounts).

Panaji, 9th November, 2016.

Department of Home

Home—General Division

Corrigendum

No. 24/31/2014-HD(G)/Part/3555

Read: Order No. 24/31/2014-HD(G)/Part/2712 dated 07-06-2016.

In the fifth line of para 1 of the aforesaid order the word (Group 'A', Gazetted) shall be substituted instead of (Group 'B', Gazetted) in the Directorate of Prosecution.

The rest of the contents shall remain unchanged.

By order and in the name of the Governor of Goa.

Rohan J. Kaskar, Under Secretary (Home).

Porvorim, 11th November, 2016.

Department of Information & Publicity

Entertainment Society of Goa

Order

No. ESG/Admin/2016/VC/1267

The resignation submitted by Shri Damodar (Damu) G. Naik, Vice-Chairman, ESG vide his letter dated 03-10-2016 is hereby accepted w.e.f. 03-10-2016 (a.n.) by the Hon'ble Chairman-ESG/Government.

Consequent upon the resignation of Vice-Chairman-ESG, Shri Rajendra Talak, Member of the Executive Council, ESG is hereby appointed as Vice-Chairman of ESG with immediate effect and until further orders.

The appointment of Shri Rajendra Talak will be governed by the terms and conditions of Order No. 1-18-2002/Fin(Bud) dated 05-09-2002 and subsequent Addenda dated 13-01-2003, 05-11-2003 & 22-12-2003.

By order and in the name of the Governor of Goa.

Jayant Tari, Director & ex officio Joint Secretary (Information & Publicity).

Panaji, 21st October, 2016.

V. No. A-12,600/2016

Department of Labour

Order

No. 28/2/2016-LAB/797

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Hotel Cidade de Goa, Vanguinim Beach, Goa, and their workmen, represented by the Cidade de Goa Hotel Employees' Union, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

- "(1) Whether the action of the management of M/s. Hotel Cidade de Goa, Vanguinim Beach, Goa, in not conceding the following demands raised by the Cidade de Goa Hotel Employees' Union, vide their letter dated 26-06-2012, is legal and justified?

CHARTER OF DEMANDS

Demand No. 1: Pay Scales:

Grades:

- I — 3500-100-4000-110-4550-120-5150-130-5800-140-6500-150-7250-160-8050.
 II — 3650-110-4200-120-4800-130-5450-140-6150-150-6900-160-7700-170-8550.
 III — 3800-120-4400-130-5050-140-5750-150-6500-160-7300-170-8150-180-9050.
 IV — 3950-130-4600-140-5300-150-6050-160-6850-170-7700-180-8600-190-9550.
 V — 4100-140-4800-150-5550-160-6350-170-7200-180-8100-190-9050-200-10050.

- VI — 4250-150-5125-160-5925-170-6775-180-7675-190-8625-200-9625-210-10675.
- VII — 4400-160-5200-170-6050-180-6950-190-7900-200-8900-210-9950-220-11050.
- VIII — 4550-170-5400-180-6300-190-7250-200-8250-210-9300-220-10400-230-11550.
- IX — 4700-180-5600-190-6550-200-7550-210-8600-220-9700-230-10850-240-12050.
- X — 4900-190-5850-200-6850-210-7900-220-9000-230-10150-240-11350-250-12600.

Demand No. 2: Flat Rise:

Union demands that all the workmen shall be given the flat rise at the rate mentioned below:

Grade: I, II & III	: Rs. 2,000/-
Grade: IV, V & VI	: Rs. 2,100/-
Grade: VII, VIII & IX	: Rs. 2,200/-

The above amounts should be added to the existing basic and thereafter filled in the revised pay scale in the higher stage.

Demand No. 3: Seniority Increments:

Union demands that the workmen should be given Seniority increments as mentioned below:

Service up to 3 years	: One Increment
Service from 3 yrs to 7 yrs	: Two Increments
Service from 7 yrs to 10 yrs	: Three Increments
Service from 10 yrs to 15 yrs	: Four Increments
Service from 15 yrs to 20 yrs	: Five Increments
Service from 20 yrs to 25 yrs	: Six Increments
Service from 25 yrs to 30 yrs	: Seven Increments
Service above 30 years	: Eight Increments

Demand No. 4: Variable Dearness Allowance:

Union demands that the VDA shall be paid as applicable to the employees of Goa Tourism Corporation Development Corporation i.e. 100% neutralization beyond 121 Points of AICPI Series-2001.

Demand No. 5: House Rent Allowance:

Union demands that the HRA should be paid at the revised rate of 30% of Basic and Dearness Allowance, as the cost of accommodation is very high in Goa due to Tourist State.

Demand No. 6: Children Education Allowance:

Union demands that all workmen shall be paid Education Allowance at the rate of Rs. 1000/- per month, to meet the expenses of education of their children.

Demand No. 7: Conveyance Allowance:

Union demands that an amount of Rs. 800/- shall be added to the existing Conveyance Allowance.

Demand No. 8: Transport Facility:

Union demands that the free transport facility should be provided to those workmen who are presently not provided with this facility.

Demand No. 9: Paid Holiday:

Union demands that all the workmen shall be granted paid holidays @ 16 days per year.

Demand No. 10: Leave:

Union demands that all the workers should be given leave on following basis:

- (A) *Earned Leave*: Union demands that all the workmen should be given Earned Leave @ 35 days E.L. per year with accumulation upto 120 days and leave shall be allowed to take 10 times in a year.
- (B) *Casual Leave*: Union demands that all the workmen should be given Casual Leave at the rate of 12 days per year with encashment facility.
- (C) *Sick Leave*: Union demands that all the workmen should be given Sick Leave @ 15 days per year and accumulation upto 60 days.

Demand No. 11: Leave Travel Assistance:

Union demands that LTA should be paid at the revised rate of one month gross wages with minimum of four earned days leave. The amount shall be paid one week before the commencement of leave.

Demand No. 12: Promotion Policy:

Union demands that separate promotion policy should be promulgated in consultation with the Union.

Demand No. 13: Loan:

Union demands that interest free loan of Rs. 2,00,000/- should be granted for house repair and construction of house. And Rs. 50,000/- to meet the expenses towards the purchase of household articles or marriage of self or his/her family member, scooter etc.

Demand No. 14: Gifts:

Union demands that the workmen should be given service award as mentioned below:

Service upto 5 years Gift worth Rs. 3,500/- with service certificate.

Service from 5 yrs. to 10 yrs. Gift worth Rs. 5,000/- with service certificate.

Service from 10 yrs. to 20 yrs. Gift worth Rs. 7,500/- with service certificate.

Service above 20 yrs. Gift worth Rs. 10,000/- with certificate.

Union further demands that those workmen retire shall be given 20 gram gold chain.

Demand No. 15: Festival Allowance:

Union demand that all the workman shall be paid Festival Allowance @ Rs. 5,000/- once in a year at the time of festival to meet the additional expenses incurred by him for such festival.

Demand No. 16: Employment next to kin:

Union demands that the kin of the workmen who died or retired shall be given employment in the company.

Demand No. 17: Bonus/Ex-gratia:

Union demands that all the workers shall be paid Bonus/Ex-gratia @ 30% of gross wages every year before Diwali festival.

Demand No. 18: Up gradation:

Union demands that those employees could not get higher grade such employees should be upgraded in higher grade as and when they complete 5 years in one grade.

Demand No. 19: Brake Shift Allowance:

Union demands that all the workmen who are working in brake shifts shall be paid brake shift allowance @ Rs. 2,500/- per month.

Demand No. 20: Fixed Dearness Allowance:

Union demands that an amount of Rs. 1,000/- shall be added in existing FDA.

Demand No. 21: Payment of Gratuity:

Union demands that all the workmen who have worked for more than 5 years of service shall be paid Gratuity @ 30 days wages per year of service.

Demand No. 22: Period of Settlement:

Union demand that the period of this settlement shall be for three years i.e. 1st February, 2011 to 31st January, 2014.

(2) If the answer to issue No. (1) above is in the negative, then, to what relief the workmen are entitled?"

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 11th November, 2016.

Notification

No. 28/1/2016-LAB/782

The following award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 29-07-2016 in reference No. IT/6/2011 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 7th November, 2016.

IN THE INDUSTRIAL TRIBUNAL AND
LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI

(Before Shri Vincent D'Silva, Hon'ble Presiding Officer)

Ref. No. IT/6/2011

Workmen,
Rep. by the President,
Goa Trade & Commercial
Workers' Union,
Velho's Building, 2nd Floor,
Panaji-Goa ... Workmen/Party I
V/s

M/s. Starflex Sealing India
Pvt. Ltd.,
Verna Industrial Estate,
Verna, Salcete, Goa (403 722) ... Employer/Party II

Adv. Shri Suhaas Naik represented for Workman/
/Party I.

Adv. Shri L. V. Palekar represented for Employer/
/Party II.

AWARD

(Delivered on this the 29th day of the month of
July of the year 2016)

By order dated 28-03-2011, bearing No. 28/42/
/2010-LAB/115, the Government of Goa in exercise
of powers conferred by Section 10(1)(d) of the
Industrial Disputes Act, 1947 (for short The Act),
has referred the following dispute to this Tribunal
for adjudication:

"(1) Whether the demands mentioned in the
schedule raised by Goa Trade & Commercial
Workers' Union, vide letter dated 09-09-2008,
on behalf of the workers represented by

them, before the management of M/s. Starflex Sealing India Private Limited, Verna-Goa, are legal and justified?

- (2) If the answer to issue No. (1) above is in the affirmative, then what relief the workmen are entitled to?"

2. Upon receipt of the reference it was registered as IT/6/11 and registered AD notices were issued to both the parties. Pursuant to service of notices, Adv. Shri Suhaas Naik appeared for Party I and Adv. L. V. Palekar appeared for Party II.

3. The Party I filed a Justification Statement of the workmen/Union in the matter of Charter of Demands. The Party II filed a written statement claiming that the workmen are not entitled for any revision of wages or any reliefs.

4. In the course of proceedings, the matter was posted for rejoinder of Party I, however no rejoinder came to be filed by Party I. It is a matter of record that Adv. Shri Suhaas Naik filed an application dated 4-4-2013 at exhibit 8, so also another application dated 15-7-2016 at exhibit 9 claiming that the workmen named in the reference have resigned from the membership of Goa Trade & Commercial Workers' Union (AITUC) with effect from 12-01-2013 and have joined the membership of Bhartiya Kamgar Sena and therefore he be discharged. Ld. Adv. L. V. Palekar for the Party II has submitted that all the workmen have settled the dispute with the management and have filed the consent terms in Reference Nos. IT/31/11, IT/11/12 and IT/12/12 respectively and therefore the reference may be disposed of accordingly.

5. The resignation letters produced on record by Adv. Suhaas Naik show that the workmen have resigned from the membership of Goa Trade & Commercial Workers' Union (AITUC). The consent terms produced in Ref. No. IT/31/11, IT/11/12 and IT/12/12 respectively indicate that the workmen and the management have settled their dispute amongst themselves and therefore are not interested in pursuing the said references. Needless to mention, the burden of proving the case referred to the Tribunal for adjudication by the Government at the instance of the Workmen/Union lies on the Workmen/Union and that burden of proof never shifts. The Party I have not led any evidence nor filed any consent terms in the above matter and therefore, the Party I having failed to discharge the burden of proving the case, I am unable to record any findings on the issue referred to the Tribunal by the Appropriate Government for want of evidence adduced by the Party I in support of said

issue. The Party I having failed to prosecute the matter or lead any evidence in support of the case, the reference is bound to be answered against the Workmen.

6. In the result, I pass the following:

ORDER

1. The reference is answered against the Workmen/Party I.
2. No order as to costs.
3. Inform the Government accordingly.

Sd/-
(Vincent D'Silva)
Presiding Officer,
Industrial Tribunal and
Labour Court

Notification

No. 28/1/2016-LAB/783

The following award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 5-8-2016 in reference No. IT/34/12 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).
Porvorim, 7th November, 2016.

IN THE INDUSTRIAL TRIBUNAL AND
LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI

(Before Shri Vincent D'Silva, Hon'ble Presiding Officer)

Ref. No. IT/34/12

Shri Sandesh Naik,
Rep. by Gomantak Mazdoor Sangh,
Tisk, Ponda, Goa (403 406) ... Workman/Party I
V/s

M/s. Orchid Biomedical Systems,
Verna Industrial Estate,
Verna-Goa (403 722) ... Employer/Party II
Workman/Party I represented by Adv. Shri H. Shirodkar.
Employer/Party II represented by Adv. Shri M. S. Bandodkar.

AWARD

(Delivered on this the 5th day of the month of August of the year 2016)

By Order dated 28-05-2012, bearing No. 28/06/2012-LAB/265, the Government of Goa in exercise of powers conferred by Section 10 (1)(d) of the Industrial Disputes Act, 1947 (for short The Act), has referred the following dispute to this Tribunal for adjudication:

- (I) Whether the action of the management of M/s. Orchid Biomedical Systems, Verna, Goa, in not paying subsistence allowance to Shri Sandesh Naik, worker, as per his entitlement and non-payment of bonus for the financial year 2008-09, is legal and justified?
- (II) If not, what relief the workman is entitled to?"

2. Upon receipt of the reference, it was registered as IT/34/12 and registered A/D notices were issued to both the parties. Pursuant to service of notices, Party I filed a Claim Statement at Exhibit 5 and Party II filed a Written Statement at Exhibit 6. Party I then filed the rejoinder at Exhibit 7.

3. In short, the case of the Party I is that the Party I started as a "Trainee Worker" with Party II and was confirmed in service as 'Worker' w.e.f. 1-7-2003. The Party I being a General Secretary has written a letter to the Chief Inspector of Factories & Boilers alleging violations of the Factory Act and Rules there under. The Party II issued a false and baseless charge sheet against Party I alleging that Party I was responsible to instigate workers on certain dates and was suspended pending inquiry. The Gomantak Mazdoor Sangh raised a dispute before the Dy. Labour Commissioner on behalf of Party I regarding non-payment of subsistence allowance and bonus. The Party II vide its letter dated 30-6-2011 dismissed Party I from its service. No amicable settlement could be reached and the matter ended in failure before Deputy Labour Commissioner and after the failure report, the present reference was made. The action of Party II in not paying subsistence allowance and bonus is illegal and unjustified.

4. In the written statement, the Party II claimed that Party I has committed serious acts of misconducts, and he was issued a charge sheet dated 29-04-2008 giving details of the misconducts and since his behaviour was detrimental to the smooth functioning of the establishment, he was suspended pending enquiry w.e.f. 29-04-2008 and thereafter an enquiry was conducted in a fair and

proper manner and the Enquiry Officer in his findings held that all the charges were found proved against him. The Party I was paid subsistence allowance equal to half of his pay, dearness allowance and other compensatory allowances which was calculated on his last drawn wages. The Party I was suspended on 29-04-2012 and therefore had completed only 29 days in the financial year 2008-09 and hence, Party I is not entitled for bonus since he had to complete thirty days of service in the said financial year as per Section 8 of the Payment of Bonus Act, 1965.

5. In the rejoinder at Exhibit 7, Party I denied the contention of the Party II mentioned in the written statement.

6. Issues framed at Exhibit 10 are as follows:

- 1) Whether Party I proves that pending enquiry he was not paid the subsistence allowance as per settlement dated 10-01-2008 so also in accordance with the Certified Standing Orders of Party II?
- 2) Whether Party I proves that he is entitled for bonus for the year 2008-09 although he was under suspension from 29-04-2008?
- 3) What relief? What Award?

7. In the course of further proceedings, the parties arrived at an amicable settlement and filed the consent terms dated 27-07-2016 along with a copy of receipt and a copy of cheque, at Exhibit 13 colly.

8. The consent terms are reproduced here-in-below:

- a) It is agreed by the management of the Party No. II that they shall pay a sum of Rs. 4,00,000=00 (Rupees four lakhs only) in full and final settlement of all claims of Party I in reference IT/35/12 and IT/34/12 arising out of his employment and references.
- b) The Party I shall accept the amount of money mentioned in clause No. 1 in full and final settlement of his all claims arising out of his employment and references i.e. IT/35/12 and IT/34/12. The amount mentioned in clause No.1 includes all the claims inclusive of Gratuity, Bonus, Leave Encashment, LTA, Medical, Salary, Subsistence allowance as per reference IT/34/12, Ex-gratia etc. and the Party I further confirms that he shall have no claims of whatsoever nature against the company, even any claims which can be computed in

terms of money including any claim of re-instatement or re-employment with the company.

- c) The Party II shall issue a Bonafide Service Certificate to the Party I in view of the above settlement. It is prayed that the above reference be disposed of accordingly.

9. The above settlement terms are signed by the workman, Shri Sandesh Naik along with his Adv. Shri H. Shirodkar on behalf of Party I and Adv. Shri M. S. Bandodkar on behalf of Party II. I have gone through the settlement terms filed as above, which in my view, are just and fair and in the interest of the both Workman/Party I as well as Employer/Party II and hence the same are accepted.

10. In view of above, I pass the following:

ORDER

1. The reference at the instance of Workman/Party I, stands disposed of in view of the consent terms filed by both the parties at Exhibit 13 colly.
2. No order as to costs.
3. Inform the Government accordingly.

Sd/-
(Vincent D'Silva)
Presiding Officer,
Industrial Tribunal and
Labour Court

Notification

No. 28/1/2016-LAB/785

The following award passed by Labour Court-II, at Panaji-Goa on 05-08-2016 in reference No. LC-II/IT/17/13 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 7th November, 2016.

IN THE LABOUR COURT-II
GOVERNMENT OF GOA
AT PANAJI

(Before **Shri Suresh N. Narulkar**, Hon'ble
Presiding Officer)

Case No. Ref. LC-II/IT/17/13

Shri Krishnanath Salgaonkar,
r/o H. No. 1793, Gaowada,
Anjuna, Bardez- Goa ... Workman/Party-I
V/s

The Managing Director,
M/s. Kadamba Transport
Corporation Ltd.,
Paraise-de-Goa Building, ... Employer/Party-II
Porvorim-Goa

Workman/Party-I represented by Adv. Shri A.
Dharwadkar.

Employer/Party-II represented by Adv. Shri C. J.
Mane.

Panaji, Dated: 5-08-2016.

AWARD

1. In exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa, by Order dated 03-05-2013, bearing No. 28/17/2013-Lab/227 referred the following dispute for adjudication to the Industrial Tribunal of Goa. The Hon'ble Presiding Officer, Industrial Tribunal cum Labour Court in turn assigned the present dispute to this Labour Court-II, vide her order dated 07-05-2013.

"(1) Whether the action of M/s. Kadamba Transport Corporation Limited, Alto Porvorim, Goa, in refusing employment to Shri Krishnanath Salgaonkar, Driver, with effect from 06-04-2010, is legal and justified?

(2) If not, what relief the Workman is entitled to?"

2. On receipt of the reference, a case was registered under No. IT/17/13 and registered A/D notice was issued to the Parties. In pursuance to the said notice, the Parties put in their appearance. The Workman/Party-I (for short 'Workman'), filed his Statement of Claim on 30-08-2013 at Exb-6. The facts of the case in brief as pleaded by the Workman are that he joined in the services of the Employer/Party II (for short, "Employer") on 23-03-1999 as 'Heavy Vehicle Driver'. He stated that he was transferred and posted to Margao depot of the Employer in the year 2005. He stated that on 11-09-2005, when he was on duty on vehicle i.e. bus bearing registration No. GA-01X-0440 on route Vasco-Margao-Mudhelbehal, the vehicle met with major accident at Halgi cross, Yergatti. He stated that as a result of the said accident, he suffered grievous injuries to his head as well as backbone. He stated that initially he was treated at Government hospital at Yergatti and thereafter at

Goa Medical College and Hospital at Bambolim, Goa. He stated that inspite of the said accident, he worked intermittently for some time from September, 2005 till April, 2006. He stated that thereafter, he was on leave on account of continuous medical treatment from May, 2006 till June 2007. He stated that he re-joined his duties in June, 2007 and worked intermittently for some time till October, 2007. He stated that thereafter, again he proceeded on leave on account of further medical treatment from November, 2007 till 08-03-2009. He stated that after the medical treatment as aforesaid, he was discharged on 09-03-2009.

3. He stated that on 10-03-2009, he joined his duties at Margao depot. He stated that the Employer also allotted him light duties such as writing vehicle log sheets, posting entries in vehicle report, writing details of the diesel filled in the vehicles at petrol pump of the Employer at Margao depot, sometimes to escort the drivers of the private tankers, which are engaged by the Employer to transport the diesel from Vasco to Margao and to post the correspondence of the Employer from Margao to head office and other offices etc. as per his request.

4. He stated that thereafter he was allotted duties at Margao bus stand to check the passenger occupancy in shuttle service buses and in the course of working as such he again fell sick and he was under medical treatment. He stated that he was advised rest by the doctors from 02-03-2010 to 05-04-2010 and as such he was on leave during the said period. He stated that doctors at the Goa Medical College and Hospital, Bambolim issued him a fitness certificate inter alia stating that he is fit to resume for light duty. He stated that thereafter he reported for his duty on 06-04-2010 along with joining letter dated 06-04-2010 and certificates issued by ESI Corporation and GMC, Bambolim-Goa and requested the Asstt. Traffic Superintendent (ATS) at Margao to allow him to join duty and further to allot him light duty as recommended by the doctors. He stated that however, the said Asstt. Traffic Superintendent refused to allow him to report for his duty. He stated that he was told to approach the Personnel Manager of the Employer. He stated that he accordingly approached the Personnel Manager of the Employer at Porvorim. He stated that the said Personnel Manager informed that he has not received any report. He stated that thereafter, he again approached the Asstt. Traffic Superintendent at Margao, who told him to meet Depot Manager at Margao. He stated that accordingly, he met the Depot Manager of the Employer at Margao, who told him to obtain in

writing from the superior in the head office that he should be given light work. He stated that he therefore wrote another letter dated 08-04-2010 to the Managing Director of the Employer, explaining in detail the circumstances and events as aforesaid and once again requested him to allow him to perform light duties. He stated that however, inspite of the same, he was not allowed to join the duties. He stated that on the contrary, he was issued a show-cause notice dated 03-05-2010 inter alia requiring him to show-cause as to why his service should not be discharged from the Corporation. He stated that he submitted his reply dated 02-06-2010 to the said show-cause notice explaining in detail, the circumstances and events and further requested the Employer to withdraw the said show-cause notice. He stated that as he did not receive any reply from the Employer, he wrote another letter dated 31-07-2010 to the Dy. Manager and Disciplinary Authority of the Employer to withdraw the said show cause notice and allow him to report for duties at the earliest.

5. He stated that since he was ready to join the duty, however, he was not allowed to join his duty, he therefore raised an industrial dispute in the matter for illegal refusal of employment to him before the Labour Commissioner at Panaji, vide his letter dated 28-03-2011, which ended in failure.

6. The Workman contended that since he was performing light duties at the Margao depot from 10-03-2009 till 01-03-2010, the Asstt. Traffic Supdt. (ATS) at Margao and other officers of the Employer could not have insisted him to obtain any order in writing from the superior in the head office that he should be given light work, when he resumed duty on 06-04-2010. He submitted that he was refused employment on the said ground, which said action was ex-facie, illegal and unjustified. He submitted that neither he was paid nor offered notice pay or retrenchment compensation by the Employer at or before refusal of employment to him on 06-04-2010. He therefore submitted that the action of the Employer in refusing him employment is illegal, being in violation of provisions of Section 25-F of the I.D. Act, 1947. He submitted that he was refused employment without assigning any reason. He submitted that the Employer also did not conduct any disciplinary enquiry against him. He submitted that after refusal of employment, he could not get an alternate employment and is unemployed till date. He therefore prayed that the action of the Employer, in refusing him employment w.e.f. 06-04-2010 be declared as illegal, unjustified and bad-in-law and direct the Employer to reinstate him back in service with full back wages and continuity in service.

7. The Employer resisted the claim of the Workman by filing their written statement on 07-10-2013 at Exb. 7. The Employer admitted that the Workman was appointed as a 'Heavy Vehicle Driver on 23-03-1999 and posted at Margao depot. The Employer admitted that the Workman was on leave during the period from 02-03-2010 till 05-04-2010. The Employer further admitted that the Dy. Manager and Disciplinary Authority had issued a show cause notice dated 03-05-2010 to the Workman requiring him to show cause as to why his service shall not be discharged. The Employer admitted that the Workman had submitted his reply dated 02-06-2010 to the said show cause notice issued to him. The Employer submitted that it is not case of retrenchment, but a case of abandonment of service to which section 25-F of the I.D. Act, 1947 does not apply. The Employer submitted that since the Workman was not issued any charge-sheet by them, the question of holding enquiry does not arise. The Employer submitted that the Workman himself was not keen to report for duties inspite of being permitted to join duties, vide its letter dated 24-07-2012. The Employer submitted that the aforesaid act on the part of the Workman clearly shows that he is not interested in service. The Employer submitted that the Workman can join his duties at any time if he so desires, but he will not be entitled for back wages on the principle of no work no pay. The Employer submitted that it is a case of absenteeism and not refusal of employment and prayed for dismissal of the present reference.

8. Thereafter the Workman filed his affidavit in rejoinder on 21-10-2013 at Exb. 09. The Workman, by way of his Re-joinder, confirms and reiterates all the submissions and averments made by him in his claim statement to be true and correct and denies all the statements and averments made by the Employer in the Written Statement, which are contrary to the statements and averments made by him.

9. Based on the pleading filed by the respective parties, this court framed the following issues on 05-11-2013 at Exb. 10.

1. Whether the Workman/Party I proves that he has been refused employment by the Employer Corporation w.e.f. 06-04-2010?
2. Whether the Workman/Party I proves that the action of the management of the Employer Corporation in refusing him employment w.e.f. 06-04-2010 is illegal and unjustified?

3. Whether the Employer/Party II proves that it has validly terminated the services of the Workman/Party I on account of his abandonment?

4. Whether the Workman is entitled to any relief?

5. What order? What Award?

10. My answers to the aforesaid issues are as under:

- | | | |
|------------------------|---|---------------------|
| (a) Issue No. 1 | : | In the negative. |
| (b) Issue No. 2 | : | In the negative. |
| (c) Issue No. 3 | : | In the negative. |
| (d) Issue Nos. 4 and 5 | : | As per final order. |

REASONS

I have heard the oral arguments of Ld. Adv. Shri C. J. Mane, appearing for the Employer. Ld. Adv. Shri A. W. Dharwadkar, appearing for the workman remained absent.

11. In the case of **V. N. S. Engineering Services v/s Industrial Tribunal of Goa, Daman and Diu and Anr.**, reported in 1987 II LLN 968 of Hon'ble High Court of Bombay has held that "*there is nothing in the Industrial Disputes Act, 1947 that indicates a departure from the general rule that he who approaches a court for relief should prove his case i.e. the obligation to lead evidence to establish an allegation, the test being that he who does not lead evidence, must fail. The Hon'ble High Court of Bombay further held that the provisions of Rule-10-B of the I. D. (Central Rules), 1957 which requires the party raising a dispute to file a statement of demands relating only to the issue in the order of reference for adjudication within 15 days from the receipt of the order of reference and forward copies to the opposite party involved, clearly indicates that the party who raises the industrial disputes is bound to prove the contention raised him and an Industrial Tribunal or Labour Court would be erring in placing the burden of proof on the other party to the dispute*".

12. In the case of **V. K. Raj Industries v/s Labour Court (I) and Ors. reported in the year 1981 (29) FLR, 194** of Allahabad High Court has held that the proceedings before the Industrial Tribunal are judicial in nature, even though the Indian Evidence Act, is not applicable to the proceeding before the Industrial Court, but the principle underlying the said Act are applicable. The High Court has held that "*it is well settled that if a party challenges the validity of an order and if no evidence is produced, the party invoking the jurisdiction must fail. The High Court has also held that if the workman fails*

to appear or to file written statement or produce evidence, the dispute referred by the Government cannot be answered in favour of the workman and he will not be entitled any relief”.

13. The principle laid down by the Hon'ble High Court in its respective case are still holds good. Applying the law laid down by the Hon'ble High Court in the instance case, the order of reference has been issued by the Government of Goa at the instance of the workman, who has raised the present dispute pertaining to his alleged refusal of employment w.e.f. 06-04-2010 by the Employer by contending to be illegal and unjustified. The workman also appeared before this court and filed his pleadings, setting up the grounds of challenge to his alleged refusal of employment. The Employer resisted the claim of the Workman as by contending that the workman has abandoned his service. The court also framed certain issues based on the pleadings filed by the respective parties. It was therefore incumbent upon the workman to prove his case by leading material evidence either oral or documentary. However, the roznama proceedings maintained by this court indicates that when the matter was fixed for evidence of the Workman neither he remained present on the schedule date of hearings nor produced on record any material evidence either oral or documentary to prove his case, though ample opportunities were given to him. Consequently, the workman failed to prove any of the issues burdened upon him. In the circumstances, in the absence of any evidence on record, it is held that the workman failed to prove that he has been refused employment by the Employer Corporation w. e. f. 06-04-2010, it is further held that the Workman has failed to prove that the action of the Employer in allegedly refusing him employment w.e.f. 06-04-2010, is illegal and unjustified. The workman is therefore not entitled to any relief. The Employer also did not lead evidence in rebuttal. The issue Nos. 1 to 4 are therefore answered in the negative.

In view of the above, I proceed to pass the following order:

ORDER

1. It is held that the action of M/s. Kadamba Transport Corporation Limited, Alto Porvorim, Goa, in refusing employment to Shri Krishnanath Salgaonkar, Driver, with effect from 06-04-2010, is legal and justified.

2. The workman Shri Krishnanath Salgaonkar, driver is not entitled to any relief.
3. No order as to costs.

Inform the Government accordingly.

Sd/-
(Suresh N. Narulkar)
Presiding Officer,
Labour Court-II.

Notification

No. 28/1/2016-LAB/786

The following award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 29-07-2016 in reference No. IT/12/12 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).
Porvorim, 7th November, 2016.

IN THE INDUSTRIAL TRIBUNAL AND LABOUR COURT GOVERNMENT OF GOA AT PANAJI

(Before Shri Vincent D'Silva, Hon'ble Presiding Officer)

Ref. No. IT/12/12

Shri Devdatta Naik,
Rep. by the President,
Goa Trade & Commercial
Workers' Union,
Velho's Building, 2nd Floor,
Panaji-Goa

... Workman/Party I

V/s

M/s. Starflex Sealing India
Pvt. Ltd., Verna,
Salcete, Goa (403 722)

... Employer/Party II

Adv. Shri Suhaas Naik represented for Workman/
/Party I.

Adv. Shri L. V. Palekar represented for Employer/
/Party II.

AWARD

(Delivered on this the 29th day of the month of
July of the year 2016)

By order dated 05-01-2012, bearing No. 28/24/
/2011-LAB/37, the Government of Goa in exercise

of powers conferred by Section 10 (1)(d) of the Industrial Disputes Act, 1947 (for short The Act), has referred the following dispute to this Tribunal for adjudication.

“(1) Whether the action of the management of M/s. Starflex Sealing India Private Limited, Verna, Salcete, Goa, in dismissing Shri Devdatta Naik, Operator, from services, with effect from 02-02-2011, is legal and justified?

(2) If not, what relief the workman is entitled to?”

2. Upon receipt of the reference, it was registered as IT/12/12 and registered A/D notices were issued to both the parties. Pursuant to service of notices Adv. Shri Suhaas Naik appeared for Party I and Adv. Shri L. V. Palekar appeared for Party II.

3. The Party I filed a Statement of Claim in the matter of illegal dismissal of services w.e.f. 2-2-2011 at Exhibit 3. The Party II filed a Written Statement at Exhibit 5 claiming that no case has been made out for granting any relief. The Party I also filed a rejoinder at Exhibit 6.

4. In the course of proceedings, the Advocates for Parties have filed an application on 8-3-2013 at Exhibit 7 for disposing of reference in terms of consent terms along with the consent terms signed by the workman and Party II along with a copy of demand draft, however the Advocates for both the parties were informed to keep their parties present before the Court to verify the settlement. It is a matter of record that none of the parties appeared before the Court, subsequently. Adv. for Party I on 15-07-2016 filed an application for withdrawal of his appearance along with copy of resignation letter claiming that the workman named in the reference has resigned from the membership of Goa Trade and Commercial Workers' Union (AITUC) w.e.f. 12-01-2013 and joined the membership of Bhartiya Kamgar Sena and since the workman has resigned from AITUC, he does not wish to represent the workman. Ld. Adv. L. V. Palekar for the Party II has submitted that the above workman has settled the dispute with the management and has filed the consent terms at Exhibit 7 and therefore the reference may be disposed of accordingly.

5. The resignation letter produced on record by Adv. Suhaas Naik shows that the workman has resigned from the membership of Goa Trade & Commercial Workers' Union (AITUC). The consent terms produced by the parties at Exhibit 7 show that the workman and the management have settled their dispute amongst themselves and therefore it appears that he is not interested in

pursuing the said reference. Needless to mention, the burden of proving the case referred to the Tribunal for adjudication by the Government at the instance of the Workman lies on the Workman/Union and that burden of proof never shifts. The Party I has not led any evidence nor remained present before the Tribunal to verify about the genuineness of the consent terms. The Party I having failed to discharge the burden of proving the case or that he was satisfied with the consent terms, I am unable to record any finding on the issue referred to the Tribunal by the Appropriate Government for want of evidence adduced by the Party I. The Party I having failed to prosecute the matter or lead any evidence in support of the case, the reference is bound to be answered against the workman.

6. In the result, I pass the following:

ORDER

1. The reference is answered against the Workman/Party I.
2. No order as to costs.
3. Inform the Government accordingly.

Sd/-
(Vincent D'Silva)
Presiding Officer,
Industrial Tribunal and
Labour Court

Notification

No. 28/1/2016-LAB/787

The following award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 29-07-2016 in reference No. IT/11/2012 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 7th November, 2016.

IN THE INDUSTRIAL TRIBUNAL AND
LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI
(Before Shri Vincent D'Silva, Hon'ble Presiding
Officer)

Ref. No. IT/11/2012

Shri Jay D. Naik,
Rep. by the President,
Goa Trade & Commercial
Workers' Union,
Velho's Building, 2nd Floor,
Panaji Goa ... Workman/Party I

V/s

M/s. Starflex Sealing India
Pvt. Ltd., Verna,
Salcete, Goa (403 722) ... Employer/ Party II

Adv. Shri Suhaas Naik represented for Workman/
/Party I.

Adv. Shri L. V. Palekar represented for Employer/
/Party II.

AWARD

(Delivered on this the 29th day of the month of
July of the year 2016)

By order dated 05-01-2012, bearing No. 28/23/
/2011-LAB/34, the Government of Goa in exercise
of powers conferred by Section 10 (1)(d) of the
Industrial Disputes Act, 1947, has referred the
following dispute to this Tribunal for adjudication.

"(1) Whether the action of the management of
M/s. Starflex Sealing India Private Limited,
Verna, Salcete, Goa, in dismissing Shri Jay
D. Naik, Operator, from services with effect
from 02-02-2011, is legal and justified?

(2) If not, what relief the workman is entitled
to?"

2. Upon receipt of the reference, it was registered
as IT/11/12 and registered A/D notices were issued
to both the parties. Pursuant to service of notices
Adv. Shri Suhaas Naik appeared for Party I and
Adv. Shri L. V. Palekar appeared for Party II.

3. The Party I filed a Statement of Claim in
the matter of illegal dismissal of services w.e.f.
2-2-2011 at Exhibit 3. The Party II filed a Written
Statement at Exhibit 4 claiming that no case has
been made out for granting any relief. The Party I
also filed a rejoinder at Exhibit 5.

4. In the course of proceedings, the Advocates
for Parties have filed an application on 8-3-2013 at
Exhibit 6 for disposing of reference in terms of
consent terms along with the consent terms signed
by the workman and Party II along with a copy of
demand draft, however the Advocates for both the
parties were informed to keep their parties present
before the Court to verify the settlement. It is a
matter of record that none of the parties appeared
before the Court, subsequently, Adv. for Party I on

15-07-2016 filed an application for withdrawal of
his appearance along with copy of resignation
letter claiming that the workman named in the
reference has resigned from the membership of
Goa Trade and Commercial Workers' Union (AITUC)
w.e.f. 12-01-2013 and joined the membership of
Bhartiya Kamgar Sena and since the workman has
resigned from AITUC, he does not wish to represent
the workman. Ld. Adv. L. V. Palekar for the Party II
has submitted that the above workman has settled
the dispute with the management and has filed
the consent terms at Exhibit 6 and therefore the
reference may be disposed of accordingly.

5. The resignation letter produced on record by
Adv. Suhaas Naik shows that the workman has
resigned from the membership of Goa Trade &
Commercial Workers' Union (AITUC). The consent
terms produced by the parties at Exhibit 6 show
that the workman and the management have
settled their dispute amongst themselves and
therefore it appears that he is not interested in
pursuing the said reference. Needless to mention,
the burden of proving the case referred to the
Tribunal for adjudication by the Government at
the instance of the Workman lies on the Workman/
/Union and that burden of proof never shifts. The
Party I has not led any evidence nor remained
present before the Tribunal to verify about the
genuineness of the consent terms. The Party I
having failed to discharge the burden of proving
the case or that he was satisfied with the consent
terms, I am unable to record any finding on the
issue referred to the Tribunal by the Appropriate
Government for want of evidence adduced by the
Party I. The Party I having failed to prosecute the
matter or lead any evidence in support of the case,
the reference is bound to be answered against the
workman.

6. In the result, I pass the following:

ORDER

1. The reference is answered against the
Workman/Party I.
2. No order as to costs.
3. Inform the Government accordingly.

Sd/-
(Vincent D'Silva)
Presiding Officer,
Industrial Tribunal and
Labour Court

Notification

No. 28/1/2016-LAB/788

The following award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 29-07-2016 in reference No. IT/31/11 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 7th November, 2016.

IN THE INDUSTRIAL TRIBUNAL AND
LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI

(Before Shri Vincent D'Silva, Hon'ble Presiding Officer)

Ref. No. IT/31/11

Shri Sriram Parab,
Rep. by the President,
Goa Trade & Commercial
Workers' Union,
Velho's Building, 2nd Floor,
Panaji-Goa

... Workman/Party I

V/s

M/s. Starflex Sealing India
Pvt. Ltd.,
Verna, Salcete, Goa (403 722) ... Employer/Party II

Adv. Shri Suhaas Naik represented for Workman/
/Party I.

Adv. Shri L. V. Palekar represented for Employer/
/Party II.

AWARD

(Delivered on this the 29th day of the month of
July of the year 2016)

By order dated 30-09-2011, bearing No. 28/33/
/2011-LAB/400, the Government of Goa in exercise
of powers conferred by Section 10 (1)(d) of the
Industrial Disputes Act, 1947 (for short The Act),
has referred the following dispute to this Tribunal
for adjudication.

“(1) Whether the action of the management of
M/s. Starflex Sealing India Private Limited,
Verna, Salcete, Goa, in dismissing from
service it's workman, Shri Sriram Parab,

Operator, with effect from 02-02-2011, is
legal and justified?

(2) If not, what relief the workman is entitled
to?”

2. Upon receipt of the reference, it was registered
as IT/31/11 and registered A/D notices were issued
to both the parties. Pursuant to service of notices
Adv. Shri Suhaas Naik appeared for Party I and
Adv. Shri L. V. Palekar appeared for Party II.

3. The Party I filed a Statement of Claim in
the matter of illegal dismissal of services w.e.f.
2-2-2011 at Exhibit 4. The Party II filed a Written
Statement at Exhibit 6 claiming that no case has
been made out for granting any reliefs.

4. In the course of proceedings, the Advocates
for Parties have filed an application on 8-3-2013 at
Exhibit 7 for disposing of reference in terms of
consent terms along with the consent terms signed
by the workman and Party II along with a copy of
demand draft, however the Advocates for both the
parties were informed to keep their parties present
before the Court to verify the settlement. It is a
matter of record that none of the parties appeared
before the Court, subsequently, Adv. for Party I on
15-07-2016 filed an application for withdrawal of
his appearance along with copy of resignation
letter claiming that the workman named in the
reference has resigned from the membership of
Goa Trade and Commercial Workers' Union (AITUC)
w.e.f. 12-01-2013 and joined the membership of
Bhartiya Kamgar Sena and since the workman has
resigned from AITUC, he does not wish to represent
the workman. Ld. Adv. L. V. Palekar for the Party II
has submitted that the above workman has settled
the dispute with the management and has filed
the consent terms at Exhibit 7 and therefore the
reference may be disposed of accordingly.

5. The resignation letter produced on record by
Adv. Suhaas Naik shows that the workman has
resigned from the membership of Goa Trade &
Commercial Workers' Union (AITUC). The consent
terms produced by the parties at Exhibit 7 show
that the workman and the management have
settled their dispute amongst themselves and
therefore it appears that he is not interested in
pursuing the said reference. Needless to mention,
the burden of proving the case referred to the
Tribunal for adjudication by the Government at
the instance of the Workman lies on the Workman/
/Union and that burden of proof never shifts. The

Party I has not led any evidence nor remained present before the Tribunal to verify about the genuineness of the consent terms. The Party I having failed to discharge the burden of proving the case or that he was satisfied with the consent terms, I am unable to record any finding on the issue referred to the Tribunal by the Appropriate Government for want of evidence adduced by the Party I. The Party I having failed to prosecute the matter or lead any evidence in support of the case, the reference is bound to be answered against the workman.

6. In the result, I pass the following:

ORDER

1. The reference is answered against the Workman/Party I.
2. No order as to costs.
3. Inform the Government accordingly.

Sd/-
(Vincent D'Silva)
Presiding Officer,
Industrial Tribunal and
Labour Court

◆◆◆
Department of Law & Judiciary
Law (Establishment) Division

Order

No. 11/8/2013-LD/Estt(4)/1999

Government of Goa is pleased to re-constitute District Level Committees on 'Goa State Litigation Policy' formulated on the lines of National Litigation Policy as required under the said Policy, who shall submit its report to the State Empowered Committee regarding all the cases and also to provide suggestions and complaints from Litigants and Government Departments.

The committee shall consist of the following members:-

District Level Committee (North-Goa)

1. Shri G. D. Kirtani, Government Advocate — Chairperson.
2. Dy. Collector (Revenue), North — Member.
3. Sub-Divisional Police Officer, Porvorim — Member.
4. Chief Engineer (P.W.D.), Panaji — Member.

5. Chief Electrical Engineer, Panaji — Member.

6. Chief Engineer (W.R.D), Porvorim — Member.

District Level Committee (South-Goa)

1. Smt. Tolentina X. Afonso, Government Advocate — Chairperson.

2. Dy. Collector (DRO), Margao — Member.

3. Sub-Divisional Police Officer, Margao — Member.

4. Superintending Engineer (PWD), Circle IV, Fatorda — Member.

5. Superintending Engineer-1 (Electricity), Aquem-Margao — Member.

6. Superintending Engineer (W.R.D), Margao — Member.

The District Level Committees shall function as per the policy guidelines laid down under the 'Goa State Litigation Policy'.

The District Level Committees shall report to the 'State Empowered Committee' for their suggestions and direction if any.

Accountability is touch stone of the policy.

This supersedes earlier order dated 16-01-2015.

This issues with the approval of the Government.

By order and in the name of the Governor of Goa.

Trupti B. Manerkar, Under Secretary, Law (Estt.).

Porvorim, 14th November, 2016.

Notification

No. 1/7/2014-LD(Estt.)/1985

Government of Goa is pleased to appoint Adv. Prachi P. Sawant as Additional Government Advocate to appear and defend the interest of the Government in the matters before the High Court of Bombay at Goa, Panaji with immediate effect and until further orders.

She will be paid fees as per the existing terms and conditions laid down by the Government, applicable to Government Advocates, amended from time to time, on submission of bills (in duplicate) alongwith the attendance certificate, issued by the Registrar of the High Court of

Bombay, Panaji-Goa. She should comply with the instructions contained in the Government Circular No. 4-43-99/LD dated 04-05-2000. She can appear only in those matters which are formerly allotted to her by Ld. Advocate General/Ld. Additional Advocate General and perform all duties and functions as may be assigned by the Ld. Advocate General/Ld. Additional Advocate General or the State Government.

By order and in the name of the Governor of Goa.

Trupti B. Manerkar, Under Secretary, Law (Estt.).

Porvorim, 9th November, 2016.

Corrigendum

No. 2/65/2016-LD(Estt)/1993

Read: Order No. 2/65/2016-LD (Estt)/1872 dated 25-10-2016.

In the above read order under column No. 2 correction in name from Shri Gauresh G. Bugde, Jt. Civil Registrar-cum-Sub-Registrar may be read as "Shri Gouresh G. Bugde," Jt. Civil Registrar-cum-Sub-Registrar.

Rest content of the above read order remains unchanged.

By order and in the name of the Governor of Goa.

Trupti B. Manerkar, Under Secretary, Law (Estt.).

Porvorim, 14th November, 2016.

Department of Official Language

Directorate of Official Language

Order

No. 8/49/2016/DOL/BPY/911

Sanction of the Government is hereby conveyed to declare the following awards to the below mentioned personalities under Bhasha Puraskar Yojana for the year 2015-2016.

Sr. No.	Name of the Award	Name of the person to be awarded	Language	Honorarium & others
1.	Dnyanpeeth awardee Ravindra Kelekar Konkani Bhasha Puraskar (ज्ञानपीठकार रविंद्र केळेकार कोंकणी भाशा पुरस्कार)	Fr. Jaime Couto	Konkani	Rs. 1.00 lakh including mementoes, manpatra, shawl & shripthal.
2.	B. D. Satoskar Marathi Bhasha Puraskar (बा. द. सातोस्कर मराठी भाशा पुरस्कार)	Shri Ramakant Payaji	Marathi	Rs. 1.00 lakh including mementoes, manpatra, shawl & shripthal.
3.	Durgaram Upadhe Sanskrit Bhasha Puraskar (दुर्गराम उपाध्ये संस्कृत भाशा पुरस्कार)	Shri Vinayak Parshuram Modak	Sanskrit	Rs. 1.00 lakh including mementoes, manpatra, shawl & shripthal.

The above awards will be presented in the special function.

This issues with the approval of Government and concurrence of Finance (Exp.) Department vide their U. O. No. U. O. No. 5583 dated 21-10-2016.

By order and in the name of the Governor of Goa.

Dr. *Prakash Vazrikar*, Director & ex officio Joint Secretary (Official Language).

Panaji, 15th November, 2016.

Department of Personnel

Order

No. 6/16/2012-PER/(PF)/3214

On recommendations of Goa Services Board and with approval of the Government, the transfer and posting of the following Junior Scale Officers of Goa Civil Services is ordered with immediate effect and in public interest as follows:-

Sr. No.	Name and present posting of officer	Posted as
1.	Shri Chandrakant Shetkar, Deputy Collector Forest Settlement Officer, (Bardez) thereby relieving Shri Narayan Gad from the additional charge of Deputy Collector (Bardez).	Valpoi
2.	Shri Pravin Hire Parab, Deputy Director, IPHB	Forest Settlement Officer, Valpoi.

Smt. Anita Fernandes, Deputy Director (Admn.), Dental College shall hold the additional charge of Deputy Director, IPHB in addition to her own duties.

All the above officers shall complete their handing over and taking over process within 3 days and submit compliance.

This order is issued with the approval of the Election Commission of India vide letter No. 23/GOA/2016/WS-II dated 02-11-2016.

By order and in the name of the Governor of Goa.

Yetindra M. Maralkar, Additional/Secretary (Personnel).

Porvorim, 3rd November, 2016.

Order

No. 13/2/2016-PER/3367

Whereas, the Government vide order No. 13/2/2016-PER dated 31-05-2016 was pleased to grant extension in services to Dr. Padma Bhandare, Associate Professor in the Department of Pharmacology, Goa Medical College, Bambolim-Goa for a period of six months w.e.f. 01-06-2016 to 30-11-2016 subject to Vigilance Clearance, Concurrence of Finance Department and approval of Cabinet.

And whereas, the Vigilance Department has now submitted Vigilance Clearance in respect of Dr. Padma Bhandare, Associate Professor in the Department of Pharmacology stating that, no Disciplinary Proceedings/Vigilance cases are pending or being contemplated against Dr. Bhandare.

And wheareas, the Finance Department vide its U. O. No. 1400025810 dated 27-06-2016 has submitted that, the proposal being fate accompli, may process the proposal in terms of Rule 7 (2) of Rules of Business of Government of Goa, 1991.

And whereas, the Council of Ministers in its XXXIXth meeting held on 21-09-2016 has approved to grant ex-post facto approval for extension in service beyond superannuation to Dr. Padma Bhandare, Associate Professor in the Department of Pharmacology, Goa Medical College, Bambolim-Goa w.e.f. 01-06-2016 to 30-11-2016.

Now, therefore, the Government is pleased to grant extension in service beyond superannuation to Dr. Padma Bhandare, Associate Professor in the Department of Pharmacology, Goa Medical College Bambolim-Goa upto 30-11-2016.

By order and in the name of the Governor of Goa.

Shashank V. Thakur, Under Secretary (Personnel-II).

Porvorim, 17th November, 2016.

Department of Public Health

Order

No. 4/3/2005-II/PHD/Vol.II/1433

Read: Order No. 4/1/2003-II/PHD/Vol.I dated 23-07-2015.

Government is pleased to extend the ad hoc promotion of the following doctors in the Department of Anatomy in Goa Medical College, Bambolim for the interim period as indicated against their names, as they have been promoted on regular basis vide Order No. 4/1/2002-II/PHD/Vol. I dated 02-09-2016:

Sr. No.	Name of doctor & promoted post (ad hoc)	Further extension proposed
1	2	3
1.	Dr. Nilam Madhale, Associate Professor in Anatomy	23-07-2016 to 01-09-2016
2.	Dr. Medora Celine Dias, Assistant Professor in Anatomy	23-07-2016 to 01-09-2016

1	2	3
3.	Dr. Sulekha Mangesh Kolap, Lecturer in Anatomy	27-07-2016 to 01-09-2016

This issues with the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/30(2)/2014/1112 dated 13-10-2016, COM/II/11/30(1)/2014/1119 dated 14-10-2016 and COM/II/11/30(3)/2015/1177 dated 24-10-2016.

By order and in the name of the Governor of Goa.

Smita Hede, Under Secretary (Health).

Porvorim, 7th November, 2016.

Order

No. 11/3/89-IV/PHD/2(Part)/1463

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/14(2)/2011/336 dated 19-10-2016, Government is pleased to promote Dr. Jeanne Zara Monteiro, Lecturer in Conservative Dentistry & Endodontics (Conservative Dentistry) to the post of Assistant Professor in Conservative Dentistry & Endodontics (Conservative Dentistry) in Goa Dental College and Hospital, Bambolim on regular basis in the Pay Band-3, Rs. 15,600-39,100 with Grade Pay of Rs. 6,600/- and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to creation of post vide Order No. 4/1/2009-IV/PHD dated 20-06-2013.

By order and in the name of the Governor of Goa.

Smita Hede, Under Secretary (Health).

Porvorim, 15th November, 2016.

Order

No. 22/5/2003-I/PHD/1935

Read: Memorandum No. 22/5/2003-I/PHD dated 11-07-2016.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/24(6)/2016/127 dated 13-6-2016, Government is pleased to appoint the following Senior Paediatricians (Group "A", Gazetted) in the Pay Band—3 of Rs. 15,600-39,100 with Rs. 6,600/- Grade Pay under the Directorate of Health Services with immediate effect as per the terms and

conditions contained in the Memorandum cited above, and post them at the places indicated against their names.

Sr. No.	Name of the Doctor	Place of posting
1.	Dr. Ram Murty Shastry	Sub-District Hospital, Ponda.
2.	Dr. Kalpana Mangesh Gauns	Hospicio Hospital, Margao.

They shall be on probation for a period of two years with effect from the date of their joining.

The pay of Dr. Kalpana Mangesh Gauns, Sr. Paediatrician shall be fixed in terms of provisions of FR 22 (I)(a)(2).

Dr. Ram Murty Shastry has been declared medically fit by the Medical Board and his character and antecedents has been verified by the District Magistrate, South Goa District, Margao, Goa.

The character and antecedents of Dr. Kalpana Mangesh Gauns has been verified by the District Magistrate, North Goa District, Panaji, Goa and she has also been declared medically fit by the Medical Board at the time of appointment as Junior Paediatrician on regular basis under Directorate of Health Services, Panaji.

By order and in the name of the Governor of Goa.

Maria Seomara DeSouza, Under Secretary (Health-II).

Porvorim, 16th November, 2016.

Order

No. 34/7/2016/PCE-PWD-ADM(II)/175

On the recommendation of the Departmental Promotion Committee as conveyed by the Goa Public Service Commission vide its letter No. COM/II/11/36(2)/2015/341 dated 19-10-2016, Government is pleased to promote Shri Marwin C. Gomes, Architect to the post of Chief Architect, Group 'A', Gazetted in the pay band of Rs. 37,400-67,000 Grade Pay Rs. 8,700/- in Public Works Department on regular basis with immediate effect.

He shall exercise option for pay fixation within a period of one month from the date of issue of this order in terms of F. R. 22(I) (a) (1).

By order and in the name of the Governor of Goa.

U. P. Parsekar, Principal Chief Engineer & ex officio Addl. Secretary (PWD).

Panaji, 7th November, 2016.



Department of Urban Development

Directorate of Municipal Administration

Notification

No. LSG/MUN/3182/68-C/PW&UD/2234

Read: Government Notification No. LSG/MUN/3182/68-C/PW & UD/468 dated 15th May, 2013.

In exercise of the powers conferred by sub-section (3) of Section 71 of the Goa Municipalities Act, 1968 (Act 7 of 1969) (hereinafter called the 'said Act'), and in supersession of the Government Notification No. LSG/MUN/3182/68-C/PW&UD/468 dated 15-05-2013, published in the Official Gazette, Series II No. 9 dated 30-05-2013, the Government of Goa hereby appoints Shri Satish B. Desai as the Additional Director of Urban Development, for the purposes of the said Act, with effect from 23-08-2016.

He shall have jurisdiction over the whole of the State of Goa and shall exercise all the powers of the Director of Urban Development during the absence of the Director.

By order and in the name of the Governor of Goa.

Sudhir Mahajan, Secretary (Urban Development).

Panaji, 16th November, 2016.

Notification

No. LSG/MUN/3182/68-C/PW & UD/2235

Read: Government Notification No. LSG/MIN/3182/68-C/PW & UD/483 dated 22nd May, 2015.

In exercise of the powers conferred by clause (11) of Section 2 read with sub-section (1) of Section 71 of the Goa Municipalities Act, 1968 (Act 7 of 1969) (hereinafter called the 'said Act'), and in supersession of the Government Notification No. LSG/MIN/3182/68-C/PW&UD/483 dated

22-05-2015, published in the Official Gazette, Series II No. 9 dated 28-05-2015, the Government of Goa hereby appoints Shri Raju Gawas as the Director of Urban Development, for the purposes of the said Act, with effect from 28-10-2016.

By order and in the name of the Governor of Goa.

Sudhir Mahajan, Secretary (Urban Development).

Panaji, 16th November, 2016.



Department of Water Resources

Office of the Chief Engineer

Order

No. 3/25-15/90/WR/953

Read: Government order No. 3/25-15/90/WR/76 dated 29-04-2015.

Government is pleased to extend the ad hoc promotion of following Assistant Engineers/Assistant Surveyor of Works (Civil) in Water Resources Department for the interim period of 3 months and 22 days w.e.f. 29-04-2016 to 19-08-2016, as the Officers are promoted on regular basis w.e.f. 19-08-2016 vide Order No. 3/25-15/90/WR/604 dated 19-08-2016.

1. Shri Surendra Venkappa Bonageri, Assistant Surveyor of Works.
2. Shri Rajan S. Kamble (SC), Assistant Surveyor of Works.
3. Shri Deepak S. Salaskar, Assistant Engineer.
4. Shri Keshav Deshpande, Assistant Engineer.
5. Shri Shaikh Basha, Assistant Engineer.

By order and in the name of the Governor of Goa.

S. T. Nadkarni, Chief Engineer & ex officio Addl. Secretary (WR).

Porvorim, 15th November, 2016.

Order

No. 3/25-15/90/WR/954

On the recommendation of the Goa Public Service Commission as conveyed vide confidential letter No. COM/II/11/27(1)/2016/346 dated 20-10-2016, Government is pleased to order the promotion of the following Assistant Engineers/Assistant Surveyor of Works (Civil) to the posts of

Executive Engineers/Surveyor of Works (Civil) in Water Resources Department on regular basis in the pay scale of Rs. 15,600-39,100+Grade Pay Rs. 6,600/- with immediate effect and post them against the places indicated below:

Sr. No.	Name and designation	Place of posting on promotion
1.	Shri Satish Pawoskar, Surveyor of Works	Office of the Superintending Engineer, Circle-III, WRD, Gogol, Margao-Goa.
2.	Shri Subhash Daddu Kalangutkar, Executive Engineer	Office of the Executive Engineer, Works Division-XIII, WRD, Gogol, Margao-Goa.

The Officials at Serial Numbers 1 and 2 shall be on probation for a period of two years as specified in Column No. 9 of the Recruitment Rules notified in the Official Gazette, Extraordinary, Series I No. 28 dated 11-10-2001.

By order and in the name of the Governor of Goa.

S. T. Nadkarni, Chief Engineer & ex officio Addl. Secretary (WR).

Porvorim, 15th November, 2016.

Department of Women & Child Development

Directorate of Women & Child Development

Order

No. 1-6-2012-DW & CD/7268

On the recommendation of the Goa Public Service Commission conveyed vide their letter No. Com/II/11/59(1)/2011/347 dated 21-10-2016 and with the approval of the Government, the below mentioned Mukhya Sevikas are promoted to the post of the Child Development Project Officer/Social

Welfare Officer, Group 'B' (Gazetted) in the pay scale of Rs. 9,300-34,800+Grade Pay Rs. 4,200/- on regular basis with effect from the date of taking over the charge of the post, and posted them at Women and Child Development Block offices are as under.

Sr. No.	Name and Designation	Present place of posting	Transferred on promotion as
1.	Kum. Roshan Naik	Child Development Project Officer, Sanguem (on ad hoc basis)	Child Development Project Officer, WCD Block Office, Mormugao against vacant post of C.D.P.O., on regular basis and additional charge of C.D.P.O., Sanguem until further orders.
2.	Smt. Rupa M. Dalvi alias Sakhardande	Child Development Project Officer, Tiswadi (on ad hoc basis)	Child Development Project Officer, WCD Block Office, Tiswadi against vacant post

The newly promoted officer shall be on probation period of two years. They should exercise an option for fixation of pay under F.R. (22) (1) (a) (1) within one month from the date of promotion.

The expenditure in respect of above post shall be debited to the Budget Head of Account "2235—Social Security & Welfare; 102—Child Welfare; 03—Integrated Child Development Project Scheme including Health cover (plan) (A); 01—Salaries."

By order and in the name of the Governor of Goa.

Shilpa Shinde, IAS, Director & ex officio Joint Secretary (W&CD).

Panaji, 1st November, 2016.

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